COSTELLO & MAINS, LLC

By: Miriam S. Edelstein, Esquire PA Id. No. 204557 18000 Horizon Way, Suite 800 Mount Laurel, NJ 08054 (856) 727-9700 Attorneys for Plaintiff

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

ANTHONY PAYNE, : CIVIL ACTION

Plaintiff,

.

vs. : DOCKET NO: 2:20-cv-04651-MMB

:

WOODS SERVICES, INC., WOODS SERVICES MEDICAL PRACTICE GROUP, LLC, ABRAHAM KAMARA,

JOHN DOES 1-5 and 6-10, : SECOND AMENDED COMPLAINT

AND JURY DEMAND

Defendants.

Plaintiff, Anthony Payne ("Plaintiff"), residing in the State of Pennsylvania, by way of this Second Amended Complaint against the defendants, says:

Preliminary Statement

1. This action is brought by Plaintiff to remedy violations of the Family Medical Leave Act ("FMLA"), the Families First Coronavirus Response Act ("FFCRA") and the Pennsylvania Whistleblower Law ("PWL").

Jurisdiction and Venue

2. Jurisdiction of the Court is invoked pursuant to 29 U.S.C. Sec. 216(b), 28 U.S.C. Sec. 1331, 28 U.S.C. Sec. 1332 and pursuant to the Court's supplemental jurisdiction, 28 U.S.C. Sec. 1367.

3. Venue is proper within this district pursuant to 28 U.S.C. Sec. 1391 because all parties reside within the district.

Identification of Parties

- 4. Plaintiff Anthony Payne resides in Morrisville, Pennsylvania, and, at all relevant times herein, was an employee of the defendants.
- 5. Defendant Woods Services, Inc. ("WSI") is a corporation providing integrated health care services and advocacy for children and adults with disabilities and is the former employer of Plaintiff, singly or as part of a joint enterprise, within the meaning of the FMLA, FFCRA and PWL.
- 6. Defendant Woods Services Medical Practice Group, LLC ("WSMP") is a corporation providing integrated health care services and advocacy for children and adults with disabilities and is the former employer of Plaintiff, singly or as part of a joint enterprise, within the meaning of the FMLA, FFCRA and PWL.
- 7. Defendants WSI and WSMP (collectively, the "Woods Defendants") are entities funded by the Commonwealth of Pennsylvania and/or its subdivisions based on, *inter alia*, the following sources of funding:
 - a. As stated on their website, their funding comes from a "variety of sources including . . . home school district, county based funding, child welfare agencies"

 (https://www.woods.org/admissions/faq/#:~:text=Woods%20is%20a%20p rivate%20not,agencies%20and%20private%20pay%20agreements.)
 - They have received at least \$477,240 in funding from the Pennsylvania
 Department of Transportation since 2007 to assist with transportation of

- disabled and elderly residents, which the Woods Defendants describe as "an essential aspect of daily life at Woods."
- (https://www.woods.org/http:/server4.kproxy.com/servlet/redirect.srv/slxv/sbnzaj/slmn/p1/category/grants/)
- c. They receive funding from the Pennsylvania Department of Education, including to support opening and maintaining education facilities and as an approved program supporting deaf and blind students.

 (https://www.woods.org/wp-content/uploads/2015/11/Woods-World-Spring-2017.pdf); (https://www.education.pa.gov/Documents/K-12/Special%20Education/APS%20Directory.pdf)
- d. They received nearly \$1,000,000 in funding from the Pennsylvania
 Department of Human Services in 2020 allocating funds received through the Coronavirus Aid, Relief, and Economic Security Act ("CARES Act").
 (https://www.dhs.pa.gov/providers/Documents/Long_Term_Care_Providers/Res-Hab%20Payment.pdf)
- e. They receive funding through Medicaid and Medicare payments for services provided to residents.
- 8. As entities funded by the Commonwealth of Pennsylvania and/or its subdivisions, the Woods Defendants are "public bodies" such that their employees are protected by the PWL. *See Riggio v. Burns*, 711 A.2d 497, 500 (Pa. Super. 1998) (en banc) (receipt of government funds made hospital a "public body" under the PA Whistleblower Law).
- 9. Defendant Abraham Kamara was, at all times relevant herein, a Director of the Woods Defendants and an individual who interfered with Plaintiff's rights and retaliated against

Plaintiff under the FMLA, FFCRA and PWL, and is the former employer of Plaintiff, singly or as part of a joint enterprise, within the meaning of the FMLA, FFCRA and PWL.

10. Defendants John Does 1-5 and 6-10, currently unidentified, are individuals and/or entities who, on the basis of their direct acts or on the basis of *respondeat superior*, are answerable to the plaintiff in this matter.

General Allegations

- 11. Plaintiff was employed as a Residential Counselor by defendants at their facility located at 40 Martin Gross Drive, Langhorne, Pennsylvania, 19047, from in or around June 2009 until on or about April 14, 2020.
- 12. Throughout the course of his employment, Plaintiff performed up to and/or in excess of the reasonable expectations of his employers.
- 13. On or about March 31, 2020, Defendants' manager Abdullah Kanneh held a meeting which included Plaintiff in which Mr. Kanneh notified those present that six (6) patients during the previous shift had high temperatures and had been moved to a hallway during the night.
- 14. On or about April 1, 2020, each of the six (6) patients with previously noted high temperatures tested positive for COVID-19.
- 15. Plaintiff had worked directly with each of these six (6) patients during his previous shift, and had therefore been exposed to COVID-19.
- 16. On or about April 2, 2020, Plaintiff spoke with his doctor to discuss his exposure and risk, and Plaintiff's doctor advised Plaintiff that he should get tested, stay out of work and quarantine for fourteen (14) days.

- 17. Plaintiff called the Woods Defendants to relay his doctor's advice, and was told that he could take a test they would administer at work.
 - 18. On or about April 6, 2020, Plaintiff was tested at work.
- 19. On or about April 7, 2020, Plaintiff was notified by a Nurse Practitioner that his test result was positive for COVID-19, that Plaintiff must self-quarantine for the next fourteen (14) days and that the Nurse Practitioner would call him in two weeks' time.
- 20. During his COVID-19 illness, Plaintiff suffered from profound loss of taste, smell, aches and pains, cough and overwhelming exhaustion significantly impairing his ability to move.
- 21. Despite the medical directive provided by Defendants' own Nurse Practitioner, only six (6) days later, on or about April 13, 2020, Residential Director Abraham Kamara called Plaintiff and stated that Plaintiff had been cleared and need to report to work.
- 22. Plaintiff responded that he could not return to work yet as he had not yet completed the quarantine required following his positive test result on April 7, 2020.
- 23. Director Kamara responded to Plaintiff that if Plaintiff did not return to work the following day that Plaintiff's absence would be considered a call-out.
- 24. Plaintiff objected to Director Kamara's demand that Plaintiff return to work in contradiction of the directives from his health care providers and the U.S. Centers for Disease Control ("CDC") authority that persons testing positive for COVID-19 quarantine from the workplace for at least fourteen (14) days.
- 25. In accordance with that authority, and consistent with the guidance from his health care providers and guidance from the Governor and Secretary of the Department of Health

of Pennsylvania for workers testing positive for COVID-19, Plaintiff continued to quarantine and did not report to work on April 14, 2020.

- 26. On that same day, April 14, 2020, Director Kamara called Plaintiff and stated that Plaintiff was terminated for refusing to come to work.
- 27. Plaintiff's COVID-19 illness constituted a serious health condition within the meaning of the FMLA.
- 28. Plaintiff's COVID-19 illness constituted a qualifying reason for job-protected leave under the FFCRA.
- 29. Plaintiff had worked for Defendants for at least twelve (12) months and had worked at least 1,250 hours in the twelve (12) months preceding his medical absence, and, accordingly, was an eligible employee under the FMLA and FFCRA.
- 30. Defendants employed at least fifty (50) employees within seventy-five (75) miles of Plaintiff's work location for at least twenty (20) workweeks in the year and/or preceding year in which Plaintiff began his medical absence, and, accordingly, Defendants were covered employers under the FMLA and FFCRA.
- 31. Despite having notice of Plaintiff's need for leave under the FMLA and FFCRA,

 Defendants failed to provide Plaintiff with a notice of his rights regarding same.
- 32. Defendants further failed to provide a determination of Plaintiff's eligibility for leave under the FMLA and FFCRA and/or to request any information they required, if any, to make such a determination.
- 33. Defendants thereby interfered with Plaintiff's rights under the FMLA and FFCRA.

- 34. A determinative and/or motivating factor in Plaintiff's termination was Plaintiff's exercise and/or attempted exercise of his rights under the FMLA.
- 35. An additional and/or alternative determinative and/or motivating factor in Plaintiff's termination was Plaintiff's exercise and/or attempted exercise of his rights under the FFCRA.
- 36. An additional and/or alternative determinative and/or motivating factor in Plaintiff's termination was Plaintiff's protected activity under the PWL in complaining to Director Kamara that Defendants' demand for Plaintiff to return to work less than one (1) week following his positive COVID-19 test result violated federal law.
- 37. To the extent there is any "mixed motive," Plaintiff need only show that a determinative or motivating factor in his termination was one or more of the reasons set forth above.
- 38. As a result of the unlawful conduct outlined above, Plaintiff has been forced to suffer both economic and non-economic harm.

COUNT I

FMLA Violations - Interference and Retaliation

- 39. Plaintiff hereby repeats and realleges paragraphs 1 through 38 as though fully set forth herein.
- 40. For the reasons set forth above, the defendants have interfered with Plaintiff's rights under the FMLA such that they are liable.
- 41. For the reasons set forth above, the defendants are liable to plaintiff for terminating his employment in retaliation for exercising and/or attempting to exercise his rights under the FMLA.

COUNT II

FFCRA Violations - Interference and Retaliation

- 42. Plaintiff hereby repeats and realleges paragraphs 1 through 41 as though fully set forth herein.
- 43. For the reasons set forth above, the defendants have interfered with Plaintiff's rights under the FFCRA such that they are liable.
- 44. For the reasons set forth above, the defendants are liable to Plaintiff for terminating his employment in retaliation for exercising and/or attempting to exercise his rights under the FFCRA.

COUNT III

PWL - Retaliation

- 45. Plaintiff hereby repeats and realleges paragraphs 1 through 44 as though fully set forth herein.
- 46. For the reasons set forth above, the defendants are liable to Plaintiff for terminating his employment in retaliation for engaging in protected activity under the PWL.

Prayer for Relief

- 47. Plaintiff hereby repeats and realleges paragraphs 1 through 46 as though fully set forth herein.
- 48. For the reasons set forth above and based on the liability of the defendants for the claims set forth above, Plaintiff demands judgment against the defendants jointly, severally and in the alternative, together.

WHEREFORE, Plaintiff prays for the following relief:

a. economic compensatory damages;

- b. non-economic compensatory damages, including for statutory emotional distress and personal hardship;
- c. liquidated damages;
- d. pre- and post-judgment interest;
- e. cost of suit;
- f. attorneys' fees, with enhancement of same;
- g. equitable back pay, to include all lost wages, benefits, fringe benefits and other remuneration to make Plaintiff whole;
- h. equitable front pay, or alternatively equitable reinstatement, to include all lost wages, benefits, fringe benefits and other remuneration to equitably restore Plaintiff;
- i. declaration that the practices contested herein violate federal and/or
 Pennsylvania law as set forth above;
- j. injunctive relief ordering Defendants to cease and desist all conduct inconsistent with the claims made herein going forward, both as to the specific plaintiff and as to all other individuals similarly situated and to alter their files so as to expunge any reference to which the Court finds violates the statutes implicated herein; and

k. any other relief the Court deems equitable and just.

Respectfully submitted,

COSTELLO & MAINS, LLC

By: <u>/s/ Miriam S. Edelstein</u>
Miriam S. Edelstein, PA Id. No. 204557
18000 Horizon Way, Suite 800
Mt. Laurel, New Jersey 08054
856-727-9700
medelstein@costellomains.com
Attorneys for Plaintiff

Dated: March 1, 2021

DEMAND FOR A TRIAL BY JURY

Plaintiff, by and through his above-signed counsel, hereby demands, pursuant to Rule 38(b) of the Federal Rules of Civil Procedure, a trial by jury on all Counts in the above-captioned action.

COSTELLO & MAINS, LLC

By: <u>/s/ Miriam S. Edelstein</u> Miriam S. Edelstein, PA Id. No. 204557

CERTIFICATE OF SERVICE

The undersigned hereby certifies that a copy of the foregoing Second Amended

Complaint and Jury Demand was served upon the following all counsel of record by and through
the Court's ECF system, by which counsel can view and access the foregoing filing:

Ronda K. O'Donnell, Esquire John L. Lamb, Esquire Marshall Dennehey 2000 Market Street, Suite 2300 Philadelphia, PA 19103 RKODonnell@MDWCG.com JLLamb@MDWCG.com

COSTELLO & MAINS, LLC

By: /s/ Miriam S. Edelstein
Miriam S. Edelstein

Case 2:20-cv-04651-MMB Document 16 Filed 03/01/21 Page 12 of 14 CIVIL COVER SHEET

The JS 44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON NEXT PAGE OF THIS FORM.)

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I. (a) PLAINTIFFS				DEFENDANTS						
ANTHONY PAYNE				WOODS SERVICES, INC.; WOODS SERVICES MEDICAL						
				PRACTICE GROUP, LLC; ABRAHAM KAMARA; JOHN DOES 1-5						
(b) County of Residence of First Listed Plaintiff BUCKS				County of Residence	of First List	ted Defendant	BUCKS			
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(c) Attorneys (Firm Name, A	Address, and Telephone Numbe	r)		Attorneys (If Known)						
MIRIAM S. EDELSTEIN,										
HORIZON WAY, SUITE	800, MT. LAUREL, NJ	08054, 856-727-97	700							
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Case 2:20-cv-04651-MINITER Desicultation of 14 For the Eastern district of Pennsylvania

DESIGNATION FORM

(to be used by counsel or pro se plaintiff to indicate the category of the case for the purpose of assignment to the appropriate calendar)

	enton Ave., Apt. A18, Morrisville, PA 19067						
	tin Gross Drive, Langhorne, PA 19047						
Place of Accident, Incident or Transaction: 40 Martin Gross Drive, Langhorne, PA 19047							
RELATED CASE, IF ANY:							
Case Number: Judge:	Date Terminated:						
Civil cases are deemed related when Yes is answered to any of	the following questions:						
1. Is this case related to property included in an earlier numbered suit pending or within one year Yes No previously terminated action in this court?							
2. Does this case involve the same issue of fact or grow out of the same transaction as a prior suit Yes No No							
3. Does this case involve the validity or infringement of a patent already in suit or any earlier numbered case pending or within one year previously terminated action of this court?							
4. Is this case a second or successive habeas corpus, social security appeal, or pro se civil rights Yes No No							
I certify that, to my knowledge, the within case is is is this court except as noted above. DATE: 03/01/2021	not related to any case now pending or within one year previously terminated action in 204557						
	Attorney-at-Law / Pro Se Plaintiff Attorney I.D. # (if applicable)						
CIVIL: (Place a √ in one category only)							
A. Federal Question Cases: 1. Indemnity Contract, Marine Contract, and All Other (2). FELA 3. Jones Act-Personal Injury 4. Antitrust 5. Patent 6. Labor-Management Relations 7. Civil Rights 8. Habeas Corpus 9. Securities Act(s) Cases 10. Social Security Review Cases 11. All other Federal Question Cases (Please specify): Family Medical Leave Act	 2. Airplane Personal Injury 3. Assault, Defamation 4. Marine Personal Injury 5. Motor Vehicle Personal Injury 6. Other Personal Injury (Please specify): 7. Products Liability 8. Products Liability – Asbestos 9. All other Diversity Cases (Please specify): 						
	ARBITRATION CERTIFICATION						
Miriam C. Edalatain For	ification is to remove the case from eligibility for arbitration.) cord or pro se plaintiff, do hereby certify:						
Pursuant to Local Civil Rule 53.2, § 3(c) (2), that to the best of my knowledge and belief, the damages recoverable in this civil action case exceed the sum of \$150,000.00 exclusive of interest and costs:							
Relief other than monetary damages is sought.							
DATE: 03/01/2021	Sign here if any cable 204557						
Attorney-at-Law / Pro Se Plaintiff Attorney I.D. # (if applicable) NOTE: A trial de novo will be a trial by jury only if there has been compliance with F.R.C.P. 38.							

IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF PENNSYLVANIA

CASE MANAGEMENT TRACK DESIGNATION FORM

Telephone	FAX Number		E-Mail Address	
856-727-9700	856-727-9797		medelstein@costellomains.com	<u>n</u>
Date	Attorney-at-la		Attorney for	
3/1/2021	s/ Miriam S. Ed	lelstein	Plaintiff, Anthony Payr	ne
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WOODS SERVICES,	INC., et al. Defendants.	: : NO :	: 2:20-cv-04651	
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ANTHONY PAYNE, Plaintiff,		: CIV	/IL ACTION	

(Civ. 660) 10/02